

Gov. Doc. Ontario Hydro Electric J. A. Ross.

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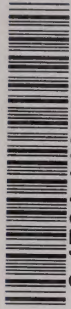
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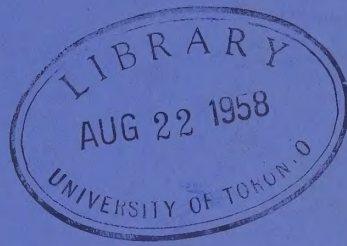
Inquiry Commission, 1922-1924

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HYDRO ELECTRIC INQUIRY COMMISSION

TORONTO, ONT. MARCH 14th, 1923.

ELECTRICAL TRADES UNION.

HYDRO ELECTRIC INQUIRY COMMISSION.

PARLIAMENT BUILDINGS, TORONTO,

WEDNESDAY, MARCH 14th, 1923.

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HYDRO ELECTRIC INQUIRY COMMISSION.

PARLIAMENT BUILDINGS, TORONTO,

MARCH 14th, 1923, 10:30 A.M.

P r e s e n t:

W.D.GREGORY, Esq., CHAIRMAN.

M.J.HANLEY, Esq., COMMISSIONER.

LLOYD HARRIS, Esq., COMMISSIONER.

J.A.ROSS, Esq., COMMISSIONER.

R.A.ROSS, Esq., COMMISSIONER.

J.H.V.BOWER, Esq., SECRETARY.

J.T.GUNN, Esq., and

G.M.McCALLOM, Esq., representing the Electrical Workers Union.

I.B.LUCAS, Esq., K.C.

W.MacLachlan, Esq., and

DON CARLOS, Esq., representing the Hydro Electric Commission.

ELECTRICAL TRADES UNION.

J.T.GUNN, called.

TO THE CHAIRMAN:

Q. We received a letter from you dated March 7th, in which you say: "I am instructed on behalf of the Canadian Electrical Trades Union to make application for permission to appear on your Enquiry at an early date convenient to your Commission for the purpose of discussing the following matters and suggested changes deemed by our members to be essential to the satisfactory administration of the

Hydro Electric Power Commission of Ontario.

(1) The status of the Electrical Inspection Department of the Hydro Electric Power Commission.

(2) Change in the basis of the Hydro Electric Power Commission so that it will represent the various interests concerned with the satisfactory administration of the Hydro Electric System.

(3) The causes of deaths and accidents occurring amongst the employees of the Hydro Electric Power Commission of Ontario.

(4) What regulations for the safety of the Commission's employees can be devised.

(5) Suggestions for the permanent improvement of relations between the Commission and its employees.

Please let me know as soon as possible a convenient date for the purpose of placing these matters before your Commission."

Of course that covers a pretty wide field. What we had especially in our minds today was the matter of electrical inspection, but we will hear you on all of your points. Do you propose to speak yourself? A. Yes.

Q. Anyone with you? A. Yes, Mr. G. W. McCallom.

THE CHAIRMAN: Who is head of the Hydro Inspection Department? Is he here?

MR. DON CARLOS: No; I do not know whether the Commission was notified.

THE CHAIRMAN: Yes, you were notified and the hearing was put off until today because the head of your Inspection Department was not able to be present.

MR.DON CARLOS: I do not know whether Mr.Hall will be here today or not.

THE CHAIRMAN: You had better get in touch with him at once; we want to hear your side of it as well as the other side, and it is an important subject.

TO THE CHAIRMAN:

Q. What is your position, Mr.Gunn? A. My position is National President of the Canadian Electrical Trades Union and business manager of the local branch.

Q. Business manager of the Toronto Branch? A. Yes, and Mr.McCallom is National Secretary-Treasurer and also Secretary-Treasurer of the local branch.

Q. Is there just one Association representing these workers?

A. No, there are two associations; as far as I know they have not communicated with us with respect to this, and we have no objection to their appearing here.

Q. Are they appearing here? A. They ought to but they have not given us any indication.

Q. Do they know of this hearing? A. Oh, yes, it is public property.

TO COMMISSIONER R.A.ROSS:

Q. There are two different unions? A. Yes, there are only two unions dealing with electrical workers but there are a number of unions covering Hydro employees in general; that is to say, machinists, blacksmiths and so on.

Q. Is your association affiliated with the International Union? A. No, the question of the federation of labor is a large one.

Q. Which is the larger union? A. I do not know. As far as the Province is concerned, I think we have the largest number,

and outside the Province they may have the largest number. Of course that statement is subject to verification.

Q. They may hold different opinions to yours?

A. Yes, I have no access to their books; it is only from their official journal that I know anything about it.

MR. MacLACHLAN: If it is in connection with the labor part of the subject you are dealing with, - accidents to employees - I may be the party who was away and could not be here until ^{to} day.

THE CHAIRMAN: Supposing we take that part of the subject up first.

MR. MacLACHLAN: I am in charge of the Accident Prevention Department.

THE CHAIRMAN: We will take up the subject of "The causes of deaths and accidents occurring amongst the employees of the Hydro Electric Power Commission of Ontario".

MR. GUNN: I should like to make it clearly understood, and I do not want a wrong impression to go abroad, ^{not} that I am/giving you Mr. Gunn's side of the case. I am here acting in a representative capacity and I am merely giving the men's view on these points after a vote which was unanimously passed and they decided to place the recommendations before the Commission.

Another thing that I want to place before the Commission is that any suggestions, any attack on the Hydro Commission or the personnel of the Commission is not tendered in any way in presenting these views before this Commission. I have also been instructed to enter a protest to this Commission against the return of any properties that the Hydro have to the hands of private interests. Any

suggestion made of that kind is objected to by the members of the Union.

Q. Has there been any proposal of that kind? A. According to the interim report issued by your Commission on Central Ontario, some of our members received the impression that your Commission was recommending the return of certain property in the Central Ontario System.

Q. The pulp mill, for instance, you would not sell it?

A. They feel that as the properties are owned now by the Hydro and publicly owned, they ought to be retained.

Q. You think you would retain the pulp mill? A. That is the feeling of the members that none of these properties should be returned. Dealing with the question of accidents, our members have taken a great deal of interest in this matter during the last two years and we have made certain representations to the Government of Ontario from time to time because we felt from the data received from the Department of Labour in Ottawa that the proportion of accidents in Ontario was unduly high for the industry as compared with other Provinces.

Q. Have you got any figures on this question? A. Yes; the only unfortunate thing about these figures is that they may be subject to challenge and we are not in a position to get them more accurately. The figures themselves cannot be challenged but as to whether they actually are electrical employees who were killed may be challenged.

Q. Where did you get them from? A. The Department of Labor at Ottawa. They are not compiled there in such a fashion as to designate exactly what trade the man was following when he was injured. For instance, very often a death

is recorded in the Labor Department as the death of an employee of the Power Commission and you cannot assume that this employee of the Power Commission was necessarily engaged in the electrical trades.

Q. You have not any accurate information to base your statement on? A. We have information as to the majority but not in every case. I want to make that clear that we have deliberately excluded from the list that we compiled any of those who are designated as carpenters or machinists or so on, but we have no information as to the proportion of these deaths in Ontario who are Hydro employees. It does not give the information as to who the employer is. We tried to get that and we wrote to Mr. Price in 1921.

Q. Is that Mr. Price of the Workmen's Compensation Board?

A. Yes, and we asked him if he could supply us with the information that we required.

Q. Does this include only Hydro employees or employees of electrical companies? A. Employees of Electrical companies. Mr. Price replied stating that their business was to pay compensation and it would be rather a large order to go through the files for the information we desired, and that the Board were unable to supply us with accurate information. We want to know who the employer was and the exact trade or calling of the man injured. The next best information we could get was supplied to us by the Labor Department at Ottawa. That information is given nearly every quarter under the heading of Industrial Accidents, and it is published in the Labor Gazette. We have a good idea from the locality where the employee is killed as to his employment. A good many of these who were killed were

working in Stamford Township, and it is evident they were killed - at any rate we drew the inference that they were killed during the construction of the Chippawa Canal and the development there. Then in other places, we have a fair idea of where the Hydro Electric Commission is operating, and if we come to a case of electrocution or electrical burning or a fall from a pole, we have a fair idea of who the man was working for. There were a good many of these accidents in 1921, apart from deaths from other causes, such as being struck by a car.

MR. MACLACHLAN: The last fatality to the Operating Department in the Commission happened on August 2nd, 1921.

THE CHAIRMAN: What is your position, Mr. MacLachlan?

A. I am in charge of the Accident Prevention Department for the Commission. I have charge of that work for others as well as the Hydro Commission. I do consulting work.

Q. Where are your headquarters? A. Toronto.

MR. GUNN: Does that include the last fatality that occurred on outside work such as line work?

MR. MACLACHLAN: That is the operating Department.

THE CHAIRMAN: That would not include Construction Department?

MR. MACLACHLAN: In the Construction Department on Line work there has been one fatality in that time, since 1921.

MR. GUNN: What about the four men killed going to work; did not that occur since 1921?

MR. MACLACHLAN: That was not on line work.

MR. GUNN: That is one of the risks to the trade; they were proceeding to their work.

MR. MACLACHLAN: May I explain that?

MR. GUNNE: This accident was caused to four men who were being conveyed to some place to work - I do not know the exact spot - and the truck was struck by a train when they were crossing the railway track. From our point of view that ought to be considered a risk to the industry because they were engaged in going some place to work.

MR. MACLACHLAN: That was an accident in which some of our men were being conveyed by a truck owner near St. Catharines to work. The driver of the truck was an outside contractor, and he contracted to do the work, and in driving over the railway crossing, he ran into a railway train and the truck was upset and the four men killed. I would not think that was a necessary hazard to the trade any more than might have happened to a man going to a quarry or any other place.

THE CHAIRMAN: There was no connection between the accident and the trade except that was the line of work the men were engaged in.

MR. MACLACHLAN: Yes; it was not owing to carelessness on the part of anyone in the trade.

MR. GUNNE: There was one killed at Queenston on September 7th, and one at Walkerville, September 9; one at Peterboro, that was in the Canadian General Electric Works, on October 14th; one at Queenston, November 1st, and one at Hespeler, December 21st.

MR. MACLACHLAN: These were not employees of the Hydro Power Commission. What I was including was the Operating

Department and Mr. Gunn has enlarged it to cover the construction of overhead lines.

THE CHAIRMAN: They were both operating and constructing at Queenston?

MR. MACLACHLAN: Yes; during that time there have been no fatalities in the operating at Queenston.

COMMISSIONER R.A. ROSS: You are only interested in the operating end? A. No, Sir, I cover the whole matter, with assistants, of course.

MR. GUNN: We cannot make an isolated case of the work at Queenston. It appears to us when a human life is lost in the employment of the Hydro Electric Power Commission or some other electrical company, we are anxious to prevent a similar accident.

THE CHAIRMAN: Still, if the life was lost in something that was not connected with the operation, it would not be right to charge the Operating Department with responsibility.

MR. GUNN: We are not charging the Operating Department, but we take it that the Hydro consists not only of the Operating Department but the Construction Department. They must be responsible, I should say, for reducing the accidents as far as possible in whatever construction work is undertaken by them. The figures that we secured from the Department of Labor at Ottawa include not merely Hydro but all over, and there were 51 in the Province in 1921.

Q. Do you take the ground that the proportion is much larger than it should be? A. Yes, comparatively.

Q. You might expect a much greater percentage in the operating and construction departments?

A. I think even making all allowances for that the proportion is unduly high.

MR. MACLACHLAN: I might give you a comparison of the Province of Ontario, the rate paid to the Compensation Board on these electrical cases, over a period starting 1st January, 1915, averages 1.8% and the comparative rate in the State of Michigan is 3.2% and the comparative rate in the State of New York is 5.91%.

Q. That is fatalities? A. That is the cost of all accidents to the Workmen's Compensation Board.

Q. Is the qualification there the same as here? A. As far as electrical companies, yes, but the compensation costs are slightly different.

MR. GUNN: May I be permitted to quote a letter written by Mr. Price to the Deputy Minister of Labor, concerning this very question, in which he says, "There is no doubt that the question of electrical accidents is one worthy of careful consideration with the view, if possible, to reducing the frequency of such accidents. The Duty of our Board is, of course, payment of compensation but we are glad to render any assistance possible in the direction of accident prevention, etc." That letter was written by Mr. Price, the Chairman of the Compensation Board. The main point I want to bring out is that as far as we are concerned, there is an undue proportion and even though some of the cases may occur in the smaller Hydro Electric Commissions of the Province, yet the responsibility must ultimately be placed on the Hydro Electric Power Commission of Ontario, because they have power under the Power Commission Act to make regulations for the safety

of workmen and they ought to be able to reduce the number of fatalities by regulations and that is why question four was put in. That letter was written by Mr. Price to Mr. Ballantyne and is dated October 4th, 1922.

MR. MACLACHLAN: The Commission would be quite willing to submit the rules and regulations that were prepared, they were sent out to all the municipalities after it was seen that there were a number of serious accidents.

MR. GUNN: We believe this Province is in a bad situation in that way. In the year 1921, the year in which we took up the investigation of this matter, there were 51 deaths in Ontario, according to the figures we received from the Department of Labor.

Q. Have you anything to show what proportion of these were under the work being carried on by the Hydro Commission? A. No, that is one of the things upon which it was very difficult for us to obtain information. The Workmen's Compensation Board could not give it to us.

Q. Don't you show it in your report?

MR. MACLACHLAN: Yes, I can give the exact figures, I would like to ask Mr. Gunn if he has anything to prove these ^{were} accidents to employees of the Hydro Power Commission?

THE CHAIRMAN: No, he has not.

COMMISSIONER HANEY: You might give him what occurred on the Hydro operations and then the rest would be credited to others.

MR. MACLACHLAN: They may have occurred on other works outside of Hydro or electricity.

COMMISSIONER HANEY: These are electrical accidents.

MR. MACLACHLAN: I am not quite certain of that.

MR. DON CARLOS: I understand Mr. Gunn stated he was sure of that.

MR. GUNN: I did not state that.

COMMISSIONER HANEY: You are covering the whole field of expenses.

MR. GUNN: I am perfectly sure they fall within three categories either employees of the power companies, private power companies, or employees of municipal corporations, or the Hydro Electric Commission.

THE CHAIRMAN: Would that include the case of these men who were killed on the railway track?

A. No, that did not occur in 1921.

Q. Would that have included them?

A. Yes, it would be if the Department of Labor had included it in the list of fatal accidents.

Q. It would not follow these cases were caused by

electricity? A. No, I am prepared to give the exact

number and where they were caused. What I want to point

out is this situation: that in Ontario there was 51

accidents and in the rest of Canada, in the other

eight Provinces combined, there were 17. That is there

were three deaths occurred in Ontario for one in all

the other Provinces combined and that strikes us as unduly

high, even admitting that electrical development is in

a much higher state of perfection in Ontario; but I am

certain it is not as high in the other eight Provinces

combined.

COMMISSIONER R.A.ROSS: Is there a Province under the same schedule of rules as Ontario? A. No, the rules are in the hands of the Hydro Electric Power Commission.

Q. You are making a comparative figures between this Province and other Provinces, are the rules the same?

A. They are all under different jurisdictions. In Alberta it is under the jurisdiction of the Workmen's Compensation Board who have power to make regulations for the safety of electrical workmen and that in our opinion is an advantage, because the Workmen's Compensation Board have a direct interest in seeing that accidents are reduced. They have responsibility to the community and to industry in general.

Q. In the Province of Alberta would they have included these four men that you speak of, in the list of electrical accidents? A. If the Department of Labor had included these four men as being fatal industrial accidents they would have been included in Alberta.

Q. That is the Department of Labor at Ottawa?

A. Yes, that is the Central clearing house.

Q. They get the same classification?

A. Yes.

Q. THE CHAIRMAN: When you compare provinces you are comparing accidents that come under the same classification? A. Yes, because all the Provinces send their figures to the Department of Labor.

Q. I thought you said you were quoting figures of deaths directly attributable to electrical causes? A. Yes.

Q. That would not include those men killed on the railway? A. Yes.

MR. MACLACHLAN: That would depend a great deal upon the classification made by the clerk in Ottawa who might decide they would go into one class or another; very often his information as to the accident is very incomplete.

MR. GUNN: I am not prepared to agree with that, they have a very capable official, Mr. Ronald Hooper, who is in charge of that Department and I do not think he is liable to make any distinction in the classification as between one cause and another. The object of that section of that Department of Labor is, as far as possible, to seek accurate information and have standards whereby they can gauge the cause of death; it is not left to the clerk, it is left to Mr. Hooper and I have had conversations with him on that subject. In 1921 four men were electrocuted.

Q. Were these Hydro men? A. No, a number of them are Hydro men but the difficulty we have and what we would like your Commission to get for us is what proportion of these deaths are directly concerned with Hydro employment and what proportion of these deaths could be avoided by regulations for safety in connection with the work.

Q. That last one is a pretty wide question, I should think that would be covered by reports of the Hydro? A. I have not been able to get that report of the Hydro, they have a special report every year and this is not included.

MR. MACLACHLAN: No, the accidents are not included in the Annual Report of the Commission.

Q. Are they included in any published report? A. No, sir.

Q. Where could they be secured?

MR. MACLACHLAN: We have them on file in the

Commission with full details and we have a complete investigation of every fatality, the whole proceedings are taken down in shorthand and we have a very complete investigation and make recommendations as to what can be done to prevent a similar occurrence in the future. That system has been carried out in detail since the early part of 1918.

Q. Would that include accidents that take place at local plants? A. No, sir, only those operated by the Hydro Electric Power Commission.

Q. If there was an accident in Toronto? A. No, that would not be included.

MR. GUNN: May I ask if Mr. MacLachlan can give us the figures of deaths to the electric workers occurring on the Hydro System in 1921?

MR. LUCAS: Mr. Hall is not in the City today.

THE CHAIRMAN: You asked for a postponement until today to oblige you who that he could be here.

MR. LUCAS: My own personal knowledge of the matter is only within the last few minutes and a phone message was sent asking about Mr. Hall and we were told he was out of town.

THE CHAIRMAN: Here we are and men have come from some distance to discuss this Inspection Department.

MR. LUCAS: It only came to my attention a few minutes ago and I found that Mr. Hall was not in town and the next man in that Department is Mr. Barnes who is one of the Inspectors; he knows the rules and regulations. He is with Col. Carmichael just now but as soon as he can be relieved he will come right in here. It may be that

Mr. Barnes is the man whose opinion you want, Mr. Hall is the outside inspection man.

COMMISSIONER H.A. ROSS: Would Mr. Gaby be familiar with this subject?

MR. DON CARLOS: Mr. Gaby apparently did not know Mr. Hall was not here, he told me he would have Mr. Hall come up.

THE CHAIRMAN: We are told that Sir Adam Beck is ill and I think Col. Carmichael and Mr. Ramsden should be here.

MR. LUCAS: Col. Carmichael is quite available and Mr. Barnes knows the technical side of the matter and will have full knowledge of the details.

THE CHAIRMAN: The whole question is the policy of inspection.

MR. LUCAS: Mr. Hall is in New York attending an International conference as to rules and regulations for the safety of the men.

COMMISSIONER R.A. ROSS: Yes, there is a conference being held down there and I remember meeting Mr. Hall when he was on his way down there.

MR. LUCAS: Apparently no one knew that he was going to attend that conference.

MR. MACLACHLAN: We have not the electrical accident segregated for the calendar year but we have them for the fiscal year, starting 1st November, 1920, and running through to the 31st October 1921. There were eight fatalities in the Operating Department and these are all the electrical fatalities.

Q. What about the Construction Department? A. There was one at Nipigon and at Niagara, when we had something like 9,000 men working there at times, there were 37 on the Chippawa job.

Q. From October 31st, 1920 to November 1st, 1921? A. Yes.

Q. How many accidents were there that were not fatal during that same period? A. I will have to get that for you.

I had prepared information on the Central Ontario System, which I thought was the matter particularly under discussion. I will have the full information here inside of half an hour.

Q. How far back do your records go? A. Until 1918.

Q. Will you begin there and bring the information down to date? A. Yes, I can do that.

Q. Showing the different systems on which the accidents occurred? A. I can show the Central Ontario and Chippawa, but I cannot split it up into the Severn and Muskoka and so on.

MR. GUNN: In 1921, beginning with purely electrical accidents, there were 25, either falls from poles occasioned by climbing, and that is a frequent cause of death, and there were that many in 1921 and while they may not all be entirely employees of the Hydro Electric Commission, yet that proportion for Ontario is unduly high as compared with 17 for the rest of Canada, and that is a matter that should be investigated.

Q. How many accidents do you say occurred in the rest of Canadian during that time? A. Seventeen and 51 in the Province of Ontario and 25 purely electrical accidents.

Q. The number from Ontario would include those who might be working for private corporations? A. Yes, and that just raises the point that if Hydro have the power under the Power Commission Act Amendment of 1915 to make safety regulations for the workmen, then it is a matter of policy that lies at their door.

COMMISSIONER HANEY: What is the suggested corrective method? A. We have lots of suggestions, whether they have been carried out or not. We believe that an Act similar to the Alberta, taking away the power from Hydro and placing it under the Workmen's Compensation Board, for the regulation and protection of electrical workers, will have a very good effect in reducing the number of accidents.

Q. You think the Compensation Board would make these regulations to a great extent and better than the Hydro people? A. I have not the slightest doubt that Hydro is willing and anxious to save life as much as possible but it does seem to us a sort of anomaly that the power to make safety regulations for the workers exists in the hands of the Hydro, who are practically the greatest employers of electrical employees in the Province of Ontario.

Q. It is on them that the cost of accidents falls?

A. They have the power in their hands. I do not think for one moment that we would think of placing the power in a private employers hands to make regulations for the safety of workers and to enforce the law; nobody would dream of that for one moment and we do not think there should be any distinction as far as a public

employer is concerned in that respect.

COMMISSIONER HARRIS: Is there any distinction?

A. Yes, the Hydro Electric Power Commission of Ontario have the power to make regulations for the safety of their workmen.

Q. What is their policy? A. So far they have not made any regulations but they have them under consideration, I believe.

MR. LUCAS: That is as to outside wiring? A. Yes, where the hazards are the greatest.

COMMISSIONER R.A.ROSS: Are the Hydro and Private companies under the same rules? A. I do not know whether they are under the rules of Hydro or not, I do not know whether the Hydro look at it from a local point of view in any rules they may make.

COMMISSIONER HARRIS: Do not they act under the Workmen's Compensation Board? A. They do under Schedule two of the Act.

Q. What is Schedule two? A. The companies or corporations who do not come within the compulsory clause of the Act but agree to come within the Act, the exact procedure is that the Compensation Board handle the cases for them.

COMMISSIONER R.A.ROSS: That has nothing to do with this matter.

MR. MACLACHLAN: Other than financial matters, they are both on the same basis.

COMMISSIONER R.A.ROSS: The Ottawa Hydro Electric Commission is operated under the same Government rules as the Hydro Electric Power Commission. I don't know how far the rules apply. Here is the exact wording of

the amendment to the Power Commission Act of 1917:

" The Commission may, with the approval of the Lieutenant-Governor in Council, make regulations as to the design, construction, installation, protection, operation, maintenance and inspection of works, plant, machinery, apparatus, appliances, devices, material and equipment for the generation, transmission, distribution, connection and use of electrical power or energy by any municipal corporation or commission and by any railway, street railway, electric light, power or transmission company, or by any other company or individual generating, transmitting, distributing or using electric power or energy, or whose undertaking works or premises are electrically connected with any plant for the generation, transmission or distribution of electric power or energy, and the Commission may impose penalties for the breach of any such regulations.

(2) The Commission may, at any time, order such work to be done in the installation, removal, alteration or protection of any of the works mentioned in subsection 1, as the Commission may deem necessary for the safety of the public, or of workmen, or for the protection of the property damaged by fire or otherwise, and pending the performance of such work, or in case of noncompliances with the regulations or with any order of the Commission, may order the supply of electrical power or energy to be cut off from such works."

COMMISSIONER R.A. ROSS: That is a permissive clause? A. Yes.

Q. Had you any regulations, in 1921, of your own in effect?

MR. MACLACHLAN: No, other than the standards of construction of the Commission and rules of operation.

THE CHAIRMAN: Under that section of the Act were any rules promulgated by the Commission?

MR. LUCAS: No, not outside the rules for outside inspection.

Q. That gives them power to make rules?

MR. LUCAS: Yes, but it has not yet been acted upon.

Q. Why not?

MR. LUCAS: I understand there are very serious difficulties in the way of enforcing the inspection. As to the outside wiring, on the technical side of it, I am not familiar, but a committee have been considering the rules for a long time and legislation is now before the House touching the making of regulations for outside wiring but up to date they have only attempted to inspect and control what is called inside wiring, and nothing has been done as to outside wiring, although that is contemplated and it is desirable but it is full of difficulties as Mr. Gunn knows.

MR. MACLACHLAN: In the United States, since 1913, and up until last year, they have been developing a similar proposition and we have been in close touch with all phases of it.

THE CHAIRMAN: That would be a matter of State regulation.

MR. MACLACHLAN: They were trying to develop a stand^{ard} for the whole country so that a workman in going from one State to another would be working under

the same general conditions and there would be a general standard.

THE CHAIRMAN: You have very wide powers and it seems to me you should exercise them, even if you cannot enforce them all.

MR. LUCAS: Up to this time there were no regulations and anybody wiring their house could do it as they liked.

THE CHAIRMAN: I am speaking more of outside wiring.

MR. LUCAS: The inside wiring seemed to be more important and they are gradually enforcing the rules throughout the Province.

THE CHAIRMAN: You had 37 deaths in one year at Chippawa.

MR. MACLACHLAN: Practically none of them electrical.

THE CHAIRMAN: I thought they were all electrical?

MR. MACLACHLAN: Most of them were quarry work and excavations. I can give you the number that were electrical as soon as I get my figures.

MR. GUNN: Might I ask Mr. Lucas a few questions? The Commission have power to enact such regulations as might be necessary for the safety of the workmen?

MR. LUCAS: Yes.

MR. GUNN: They can compel the observance of these regulations?

MR. LUCAS: Yes, there are certain difficulties in connection with that legislation which the House is now considering and they will make an amendment which will make the Act more effective. You know yourself there are difficulties in the legislation.

MR. GUNN: Yes.

THE CHAIRMAN: What are they?

MR. LUCAS: The difficulties as to the inspection of apparatus is that it prevents the use of but not the sale of electrical appliances. The Act does not go far enough. We have attempted prosecutions under our regulations and we have failed. The outstanding feature being that under the wording of the Act the Commission has power to make regulations governing the use of electrical appliances and not governing the sale of electric appliances. We find ourselves in this Position, that a wholesale or retail house might be selling appliances that the Commission deemed to be dangerous but we could not succeed in prosecuting them and we would have to prosecute the individual who bought and used the appliances.

THE CHAIRMAN: That does not seem to have a direct bearing on the question as to why you do not pass regulations governing outside work.

MR. LUCAS: No, that is not outside work.

Q. You had power to pass rules as to outside work?

MR. LUCAS: But not effective in our opinion and there is legislation giving power, we think, to pass effective regulations.

THE CHAIRMAN: What was there that was not effective as to outside work?

MR. LUCAS: I am not familiar with the details of that, possibly Mr. Barnes has that information. Mr. Barnes can tell you how far the Committee have progressed.

THE CHAIRMAN: Some seven years ago the Legislature passed an amendment and gave the Ontario Power Commission

power to pass certain regulations for the protection of outside workers but that power has not been exercised. Why?

MR. BARNES: I am not in a position to say why, sir, but there have been some rules drafted and they have been discussed but they have never been brought to the point where the approval of the Lieutenant-Governor in Council has been asked for, as far as I know.

MR. LUCAS: These rules involve a book of about 186 pages.!

THE CHAIRMAN: But you have not taken steps to bring them into effect.

MR. MACLACHLAN: There has always been the thought in mind that by forcing people to do certain things you can get so far but no farther, we have had the decalogue for a good many centuries but we are not all living up to it yet.

THE CHAIRMAN: You have the right to pass rules but until these rules are passed they cannot be broken.

MR. MACLACHLAN: There are other bodies that are carrying on accident prevention in the Province.

THE CHAIRMAN: Is that the reason why no rules have been passed?

MR. MACLACHLAN: That was part of the reason, it was thought the educational feature was of value, the other is the difficulty of defining a set of rules to cover overhead line construction. It is one of the most difficult things that anybody has tackled.

Q. Are there any such rules in any of the States?

A. They are gradually coming into effect now within the

last couple of years. There have been committees of engineers working on this matter since 1913; I have personally attended a great number of conferences in the United States on this subject.

THE CHAIRMAN: The reason the rules have not been passed is that you do not know just what rules to make, or what form to make them in.

MR. LUCAS: Or how drastic to make them; it is a new art.

Q. Seven years is a good long while to considering making rules?

MR. LUCAS: Yes, there is always in the background the very heavy expense that will be involved; first in the inspection and next in the plants other than Hydro, who would be interested in any regulations that are adopted.

COMMISSIONER R.A.ROSS: If you make your own regulations you will probably make them pretty stringent and you might be considered as crushing out private companies if the same rules are imposed on them.

MR. MACLACHLAN: That has been one difficulty, the rules were drafted in a tentative form and sent out to such bodies as the Canadian Electrical Association, the Toronto Electric Light Company and the Ottawa Electric Company and a number of others and it has taken considerable time to get any criticisms or suggestions back.

MR. GUNN: There are rules in force in Alberta under the Workmen's Compensation Board, there is a booklet of rules issued for the very purpose of preventing accidents to the outside workers and the Act has been in force since

1917 for that very purpose.

MR. DON CARLOS: Does that cover types of construction or merely operating rules?

MR. GUNN: It covers certain types of construction and operating rules and it is quite a fair little booklet and is issued by the Workmen's Compensation Board.

MR. MACLACHLAN: I know of it in detail, but it does not include the work that is being tried to be carried out here, for the simple reason that Alberta has not such a complicated proposition as Ontario has, from an electrical standpoint. They do not go into construction to any great extent of overhead lines, they simply refer you to other bodies, such as the National Electric Safety Act, which was not in completed form when that legislation was passed.

THE CHAIRMAN: Have any Provinces or States passed rules in advance of those in force in Alberta?

MR. MACLACHLAN: I am not quite certain of British Columbia but they have very few regulations and they do not cover the field to any great extent.

THE CHAIRMAN: Mr. Gunn states to us that the percentage of accidents is far greater in Ontario than it is in any other part of Canada, would there be a direct connection between that and the not publishing of any regulations?

MR. MACLACHLAN: Not in my opinion. I am Chairman of the Accident Prevention Committee of the Canadian Electrical Association, we have the records before us of the whole of Canada and I cannot see the same

as Mr. Gunn and say that Ontario is in such a bad position.

MR. GUNN: Of course, we do not prescribe to Mr. MacLachlan's opinion. It is our opinion that if regulations were in force the proportion of accidents would have been less.

THE CHAIRMAN: You have not any direct authority as an officer of the Commission?

MR. MACLACHLAN: Only for accident prevention work and in an advisory capacity, I cannot order things to be done, I can suggest and recommend.

Q. Who is directly in charge of that work for the Hydro Commission? A. I think the heads of the different Departments and the Chief Engineer.

Q. The general question of accidents would not come under any one person? A. I deal with accidents alone and investigate them and suggest ways and means of preventing them.

COMMISSIONER J.A. ROSS: Who do you make your suggestions to? A. The Chief Engineer, Mr. Gaby.

THE CHAIRMAN: Is there any officer of the Department directly under Mr. Gaby who has to do with these things. Your position is purely consultative.

MR. MACLACHLAN: Yes.

Q. Is there any one who would step in in case of an accident and exercise authority? A. No one but Mr. Gaby or the department heads; I report directly to Mr. Gaby.

Q. Are you on salary? A. I am on retainer from the Commission, and certain proportion of each month is given to them, about half of my time.

Q. About six months in the year? A. It is not a consecutive

six months, it is split up into so much time a week; sometimes I have to give them the whole week and other times two weeks. Their work is done as it comes in.

MR. GUNN: I would like to ask Mr. Lucas whether from the legal point of view the Commission have compulsory powers to make regulations for the safety of the workmen?

MR. LUCAS: Subject to certain weaknesses that we think are in the Act, that we hope to have remedied at this Session.

MR. GUNN: Is there anything in the Power Commission Act that makes the Commission legally subject to the same power?

MR. LUCAS: I assume they would be subject to any regulations.

MR. GUNN: Is there anything in the Act that makes it compulsory on the Commission?

MR. LUCAS: I think they would be legally responsible.

THE CHAIRMAN: They would have the right to enforce these regulations but what would happen if some of their officials committed a breach of the regulations?

MR. LUCAS: Anybody could prosecute them, the same as a criminal can be prosecuted under the Criminal Code, the Commission would not have the sole power to initiate prosecution for not complying with the regulations.

Q. It would be necessary to get a fiat? A. I do not know, probably that might be necessary, but a fiat has never been refused.

MR. BUNN: I cannot find anything to show that the Commission are subject to the law in that respect.

THE CHAIRMAN: If the Commission or one of its officials failed to observe a regulation the Commission might be inclined to pass it over.

MR. LUCAS: The Commission would not be the judges, any citizen might prosecute.

THE CHAIRMAN: What is anybody's business is nobody's business.

MR. LUCAS: That is the position of the general law of the country.

Q. If any private ~~person~~ broke the regulations would not it be your duty to see that your regulations were enforced? A. We might do that but any private person could prosecute for a breach of these regulations, just the same as the breaking of a criminal law or a civic by-law.

MR. GUNN: Can the Hydro Commission be prosecuted without a fiat?

MR. LUCAS: That is too hard a question to answer.

MR. GUNN: What we desire is a regulation and it cannot be too stringent as far as we are concerned for the saving of human life and these regulations should not apply to one group of employers and not be legally applicable to another employer, simply because they have the power to make the regulations in the first place. We want these rules and regulations to apply to everybody and we want them for the safety of the workers and we want them to be applicable to the Hydro just the same as anybody else.

MR. MACLACHLAN: You asked me if all these 37 accidents on the Niagara System were due to electrical

accidents and I can answer you that there was just one.

MR. GUNN: That is nine total deaths.

MR. MACLACHLAN: There were 26 days lost time due to electrical accidents and there were 9,000 men working on the job.

COMMISSIONER HANEY: There were not 9,000 electrical workers.

MR. MACLACHLAN: No, a great many of the accidents were due to handling of rock.

THE CHAIRMAN: You were going to give us a report from 1918.

MR. MACLACHLAN: I have all the information here, and I will leave a copy with you.

MR. GUNN: I would like Mr. MacLachlan to include in that report those who were electrical workers and who were killed by other means than an electrical accident.

MR. MACLACHLAN: Practically none of them in that year.

MR. LUCAS: The Hydro are merely agents for the Government in enforcing the Inspection Act, that is inspection of wiring.

THE CHAIRMAN: In the outside construction is it just the same as that?

MR. LUCAS: Yes, the Hydro is just an agent of the Government and the Government must pay the entire expense. If the Government think it is time for drastic outside wiring inspection, an intimation from them would soon bring the regulations through. I have no doubt this matter has been discussed in an informal way back and forth with the Government.

MR. GUNN: Is there any good reason why the Government should be exempted from regulations if the Government is engaged in an industry, there is nothing in these regulations that makes Hydro subject to them.

MR. LUCAS: They are subject to these regulations just the same as they are subject to the Workmen's Compensation Act.

COMMISSIONER R.A.ROSS: The Government could appoint somebody to prosecute and enforce the rules?

MR. LUCAS: Yes, the Crown Attorney would prosecute.

THE CHAIRMAN: Someone would have to lay an information first, and bring the matter to the attention of the Crown Attorney. The Crown Attorney does not take action unless he is asked to.

MR. LUCAS: Any private individual could bring the matter to the attention of the Crown Attorney.

THE CHAIRMAN: There should be a public official to bring the matter to the attention of the Crown Attorney, if a crime is committed in Toronto the police take it up, and somebody would have to be appointed to do that work,

COMMISSIONER R.A.ROSS: It is on all fours with the Act in connection with internal wiring. The Government appoint the Ontario Power Commission to look after that work and they make the laws and they can appoint the Hydro or somebody else to carry out the rules and regulations.

THE CHAIRMAN: No, I think Hydro are specially charged with the looking after wiring of houses. Supposing I put up a house and wire it without bringing it to the

attention of the Inspector for that district, if he finds out he can prosecute me? A. He may.

Q. He must and he does? A. He or anybody else may, I may presecute my neighbor, I would have the right to do that, but there is a special obligation resting upon the Inspector.

MR. LUCAS: We call attention to it.

THE CHAIRMAN: If a man breaks one of these regulations as to wiring a house your Inspector puts the law in force.

MR. LUCAS: What we actually do is, as we have done in Toronto, call the attention of the Crown Attorney to the matter and he lays an information and the presecution goes ahead.

THE CHAIRMAN: Your man lays the information and then the Crown Attorney has something to go on.

MR. LUCAS: Yes, he conducts the case. I am not making it any stronger than any other law, it is open to any individual to start the law in progress.

THE CHAIRMAN: So it is with all our laws but men are specially appointed in different localities to see that the prosecti~~on~~ is carried out.

COMMISSIONER R.A.ROSS: You have to investigate the work that is done by yourselves in this case. You will have laid upon you and you will be in the position of investigating your own work and the criticism is levelled at the advisability of having Hydro deal with interior wiring as well as outside wiring.

MR. MACLACHLAN: They inspect inside wiring, that is done by their own Construction Department just in

the same way that they would inspect the work done by any other contractor; the Hydro don't build many houses, of course, and it is a small matter.

THE CHAIRMAN: It might be that you would be more particular about work done by your own men than you would in connection with work done by others?

MR. MACLACHLAN: That is a fact in regard to inside work.

MR. DON CARLOS: If the Commissions built a house or a cottage, we are subject to the same rules as any other contractor. We first have to get permission to do the work and then it is subject to inspection by the Inspection Department and we are very strictly required to follow these rules the same as anybody else.

MR. LUCAS: And if we commit a breach we would be liable to prosecution.

MR. DON CARLOS: As a matter of fact I think that has been done.

MR. GUNN: I do not think it was the intention of the Legislature when they passed this Act that the Commission should come under it at all, I find in the amended act of 1916 it says: " Every municipal corporation or commission, and every company, firm or individual, disobeying the provisions of this Act, or of the regulations, or any order of the Commission, shall incur a penalty of not less than \$10 nor more than \$50, and in the event of continuing the offence, or not less than \$10 nor more than \$50 for every day during which such offence continues.

(10) The penalties imposed by or under the authority of this section shall be recoverable under The Ontario Summary

Convictions Act and shall be paid over to the Commission." It would be silly, I think, if the Commission could be prosecuted and the fines recovered paid back to itself.

THE CHAIRMAN: You take the view that under that section the Commission is immune? A. I think they are immune from prosecution.

COMMISSIONER R.A.ROSS: The Commission has been empowered to act as inspectors.

MR. GUNN: It not only does the inspecting but it has the right to make regulations and it has the compelling power of enforcing these regulations on anyone who disobeys them. There is nothing in the Act that says the Commission itself is subject to the same regulation. Q. The Commission may be relied upon to take the necessary precautions itself?

MR. LUCAS: I think the Commission comes under the terms of that Act.

THE CHAIRMAN: The Hydro is not a municipal corporation or a municipal commission.

MR. MACEACHLAN: The practice has been that all these things are inspected, for instance the power houses built by the Northern Power Company or by the Hydro Electric Power Commission do not come under the inspection, but houses do come under that inspection.

MR. GUNN: That is one of our suggestions to your Commission, that the Power Commission Act be amended and that the control and regulation for safety of workmen be placed under ~~an~~ independent source and that Hydro be subject to the Commission's regulations in force as far as safety is concerned. It does not seem to the men that it is equitable

not to have Hydro under distinct regulations.

Q. What do you say as to the necessity of inspecting interior wiring? Do you think that should be under Hydro?

A. No, we think that should be under another commission; that should be separated from the Hydro Electric Commission.

Q. Have you anything more to say on the question of

accidents? A. Nothing except to say that in our opinion an Act similar to the Alberta Act is the best method of reducing accidents that we know of. The Alberta Act gives the Workmen's Compensation Board power to make regulations from time to time and not draft a set of regulations, because it is very difficult and Mr. MacLachlan will agree with me in this, it is very difficult to draft regulations that apply under all conditions. One set of regulations might work very well under one set of conditions and not work under another. They found that out in Alberta and they gave the necessary elasticity to the Compensation Board to make rules and regulations.

Q. Have you drafted any amendment? A. We have drafted an amendment on a par with that Act.

Q. You drafted an amendment to the Power Commission Act?

A. We can submit you a draft amendment for that purpose. We did draft a provision giving the Workmen's Compensation Board power, but we were told it was hopeless to introduce it last year because of the conflict with the present Statute.

COMMISSIONER HANEY: I cannot understand where you would get any greater efficiency through the Compensation Board than you would through the Hydro, who are agents for the Government.

MR. GUNN: I think we would.

COMMISSIONER HANEY: I cannot see how you would. It would be much more expensive and it would mean another Commission. The Hydro Commission are experts in all these matters.

MR. GUNN: Why should they be entrusted with the power of making regulations?

COMMISSIONER HANEY: They are a public body.

A. They are the greatest employer of electric workers in the Province. There are certain rules that should be observed, between them and their employees. They stand in the same relation as an employer and an employee, and we would not dream for one moment of allowing a private employer to make regulations as far as the safety of his employees in his workshop is concerned. We have statutes that state the employer must conform to regulations, and we must submit to the Factory Act, and we do not see how it could be justified that he should have the right to make rules and regulations for the safety of his employees.

COMMISSIONER HANEY: This is a public Commission and they have experts who have greater experience than any other body, and I do not think it would be better to have some other body to make regulations and to enforce them. I do not think that would make it any better for the employee.

MR. GUNN: I am sorry I cannot agree with you, for this reason: where you have a body who are employers and who are also interested in making regulations and who undertake extensive works and the development of electric energy in the Province, - I do not say it is done, but it is a great temptation when they are constructing a

large works, to not pay as much attention to safety as they might. The temptation is there and I think it is the duty of the Government to remove that temptation.

COMMISSIONER HANEY: I do not know who it is at the present time but the policy of railroads has always been to my knowledge to make such rules and regulations as would provide for every possible safety appliance for their employees; because if you do not save your men you cannot preserve your army.

MR. MACLACHLAN: Might I enlarge that point in connection with Hydro? They have rules in effect in the Operating Department for the safety of their men. I have an Inspector who makes trip over the works at least once every three months and he holds a session for an hour or two hours with the men and discussed with them ways and means of preventing accidents. The men are all trained in resuscitation from electric shock. And I am glad to be able to say that the first man who received the Canadian Electrical Association's Resuscitation medal was a Hydro line foreman and it was given to him for saving the life of another man by resuscitation last summer. Everything is being done that can possibly be done to save life and to keep the men interested in that part of the work.

COMMISSIONER HANEY: It would appear to me that it would be your duty from a public sense and also your duty as an employer, and with the facilities you have, you should be able to do the work better than any other body.

MR. MACLACHLAN: A bulletin is put before the men and a calendar is prepared, drawing attention to the accident hazard, and any suggestions made by the men are put into effect as soon as possible. Suggestions of the men have been carried out, to my knowledge, and some of them are having a good effect.

THE CHAIRMAN: I do not think anyone can question the soundness of what Mr. Haney says, but it is not a fact that it has been necessary to spur employees on by very drastic legislation. For instance take railway appliances; the safety coupling device was brought into effect notwithstanding the opposition of the railways and it was put into effect by an Act of Congress, and that has perhaps been the greatest means of saving human life on railways and yet that was put into effect in spite of the opposition of the railways year after year. Of course railway companies know that it is better for themselves to safeguard the lives of their men.

MR. MACLACHLAN: We like to get the suggestions from the men as to the ways and means of protecting life.

MR. DON CARLOS: I happen to know something about this matter, and I know from my own personal knowledge that there was almost as much opposition to the general use and compulsory use of the coupler on the part of the railway employees themselves, as there was on the part of the Company.

COMMISSIONER HANEY: There was difficulty in getting a uniform coupler in the first place.

MR. DON CARLOS: As far as any suggestions for accident prevention on our work is concerned, they come

from Mr. MacLachlan and we make surveys of the system and investigate every accident, and any suggestion that has any merit is considered carefully by everybody, and where there is any possibility of saving life it is adopted, regardless of cost.

COMMISSIONER R.A. ROSS: You can make rules and regulations as to wearing gloves and using belts, and all that sort of thing, but how do you provide that the men must use them? Don't you find that a number of them won't use them?

MR. DON CARLOS: We find a great deal of difficulty in getting them to use them but we make it compulsory on the part of the men, and if we find a man disobeying our rules he is dealt with and disciplined, or possibly discharged.

THE CHAIRMAN: Your argument would lead to the conclusion that it was not possible to make any regulations that would ensure proper protection?

MR. DON CARLOS: I do not know of anybody that could be more interested in the protection of the employees than the employer. Every employee that we have is considered as an asset from an economical standpoint, and every employer has a vital interest in the protection of his men.

MR. MACLACHLAN: We are closely in touch with the whole situation, and I have personally been on accident prevention duty at the National Electric Light Association, where the whole experience of the utility industries in the United States is before us.

THE CHAIRMAN: Don't you think notwithstanding your desire, that something more than that is required, and that regulations are necessary in order to fully

protect the employee?

MR. MACLACHLAN: Frankly I cannot agree with you. There may be points in favour of that but it has not been found necessary in most cases to do that. Where you have voluntary effort being put forward, and an educational effort put forward both on the employer and the men, you are going to get results. I can give you instances in one utility in Ontario where we cut down the lost time to one-fifth of what it was in 1917, that is outside of the Commission.

MR. GUNN: Both Mr. Haney's experience and Mr. MacLachlan's experience is subject to one fatal criticism, and that is if they are going to do what they say, they have had since 1916 to do it and no effort has been made until recently, and we have no guarantee that it is going to be done. The whole industrial history is against exactly the point of view advanced by Mr. MacLachlan and Mr. Haney. The point of view they have expressed has been advanced for over one hundred years. For all that time it has been said that employers were directly interested in preserving the life and limb of their employees. If that were true, every single one of our Factory Acts, our Inspection Acts and our Departments of Labor, both Federal and Provincial, would be practically unnecessary. The whole burden of experience is the other way. The temptation does exist and we want to remove the temptation even from the Hydro Electric Power Commission. Take a case where construction and development is going on similar to that of the Chippawa Canal, naturally the engineers in charge want to be as careful as possible to cut down expenses and keep the cost as low as possible, so that no waste will occur.

If a regulation is imposed that is going to add materially to the cost, there is temptation there. I do not say the engineers will do it, but there is a temptation when there is no compulsion behind them and no regulation, there is a temptation for the engineer in charge to modify the regulations in some way so as not to increase the cost of the work. I want that temptation taken away, and the only way I can conceive of that temptation being removed is to take the control of the regulations out of the hands of the people who are employing men, especially the largest employer in this Province and make them subject to regulation the same as any other industry.

COMMISSIONER HANEY: I cannot agree with that. My experience of over fifty years in this country is altogether different. You have given a case where seventeen fatal accidents occurred. Can you give us the cause of these accidents?

MR. GUNN: No, I gave you seventeen accidents in the rest of Canada and twenty-five in the Province of Ontario.

COMMISSIONER HANEY: Take a typical case and determine what the cause of the accident was, and tell us whether the employee was a long time servant or a new hand.

MR. GUNN: My opinion is that a new hand is very rarely killed.

COMMISSIONER HANEY: We know that familiarity breeds contempt; we know that in regard to handling of dynamite, and we know that a man who becomes familiar with the work is more likely to be injured than a man who comes on new. How are you going to overcome human

carelessness by any device, method, rule or law?

MR.GUNN: You can reduce it quite a lot. I can take you to places in the City of Toronto where there is only 18 inches left between a passing car and a pole.

COMMISSIONER HANEY: I would like to know the cause of the accident that you have referred to and I would like to know whether the men who were injured were old employees or new hands.

MR. GUNN: That is one of the things we are asking for. We want that information and we have not got that information.

COMMISSIONER HANEY: We have got to get something definite to determine whether steps have been taken to prevent accidents as far as they humanly can be prevented.

MR. GUNN: We have a direct economic interest in the matter.

COMMISSIONER HANEY: We all have.

MR. GUNN: Our Association have to pay a death benefit and death insurance which runs from \$300 up to \$800.

MR.MACLACHLAN: Don't you think the employer has a direct economic interest in that; if a man leaves a widow and one child, the average cost of that to the employer is about \$8,400.

MR. GUNN: That may be, but that may be all balanced up in the cost of the construction or development. They may take an average of the deaths and accidents and there is a temptation there to balance the the thing up.

MR.MACLACHLAN: I think engineers are above the temptation of balancing human life with the cost of construction.

MR. GUNN: A great many people are inclined to look at these things in terms of averages. It is very difficult in ordinary business to get out of that way of looking at things. They do not see the individual at the time he is killed, and they are not very deeply affected, and they very often take into account the cost, and I want to relieve that temptation. I want to quote to you Mr. MacLachlan's own words. He says he does not believe regulations are going to govern and he says that you have got to hammer and hammer away.

THE CHAIRMAN: We have spoken of the carelessness and no doubt there is carelessness on the part of some men. It is difficult to make them wear gloves.

MR. MACLACHLAN: Rules are in effect stating that they must wear gloves.

THE CHAIRMAN: I know it is difficult sometimes to make men observe ordinary precautions.

MR. MACLACHLAN: As Mr. Gunn has not seen fit to give you a particular example of a line accident, I will give you the most recent one in Toronto. A man, unfortunately, was killed upon Manning Avenue; he was wearing a pair of hooks, that are not used here, but they are in Montreal and in that district, and in climbing a pole one of the spurs hit into a piece of punk; the man had not been very well, having been laid up with La Grippe and only out a short time, he slipped and fell. He was not electrocuted, his skull was broken on the sidewalk.

MR. GUNN: Where did you get the information that his spur struck a piece of punk?

MR. MACLACHLAN: I saw the piece of punk.

MR. GUNN: I attended the inquest and the sworn evidence of the witnesses was to the effect that they did not know just exactly what happened. They could not give any evidence as to just what happened.

MR. MACLACHLAN: The man was climbing and had not just got into position at the time, and that very morning he had put in an order for another pair of spurs.

MR. GUNN: According to the evidence of the Superintendent it looked as if the man had been climbing and that his spur had broken off a piece of wood, on the right side or left side and the other foot was up and he had not a firm enough grasp and he fell. But he did not strike into a piece of punk.

MR. LUCAS: It was not hickory anyway.

MR. GUNN: I want to quote the evidence of Lord Haldane before the Coal Commission. He was asked the question: "Of course, you know the activities of the Workers' Educational Associations, Ruskin College and the Central Labour College have result largely in workmen holding the belief that they should be articulate in industry and take a share in the administration of industry. Do you think that is proper? - It is a very legitimate desire when a man's livelihood and what he and his family depend upon are involved in industry that he should be interested, and that he should have the chance of knowing what he is doing. I think the intelligent workman is the first to recognize the distribution of functions. He says, "I do not want to make contracts for the sale of coal. God forbid! I know nothing about it. I do not want to make the plans of the mine - that is the work of the mining engineer. I do not

want to be responsible for detecting whether ankylostomiasis is showing itself in the mines. I should not find it out. But there are things as to which I do want to have my share. I want to have a voice in it being brought to consciousness whether the mine is properly and adequately inspected and looked after or not; whether proper care is taken of the workmen." That is just exactly the workman's point of view, he does want to have a voice in the regulations for his safety.

MR. MACLACHLAN: Are we not trying to increase the safety of the men by holding meetings all over the Province, and we are asking for suggestions and doing everything in our power to interest him in safety.

MR. GUNN: He may make suggestions but has he any effective voice in what is done?

MR. DON CARLOS: I think he has.

MR. GUNN: I do not see how there can be an impartial public body as far as the employee is concerned, because the employee is subject to the haggling of the market as far as wage conditions are concerned and he is subject to a number of factors and the Commission do not act purely as a public body. Take for instance the strike at Chippawa, the Commission were there in the aspect of an employer dealing with a large number of employees who had a trade dispute with them.

COMMISSIONER HANEY: We must not get into that argument.

COMMISSIONER R.A.ROSS: Haven't you a Union?

MR. GUNN: Yes..

Q. Then haven't you a right to negotiate with Hydro in case

you do not get redress.

A. Yes.

Q. You can either have an arbitration or some sort of settlement? A. If we don't, we have to strike sometimes.

Q. You have that weapon, of strike? A. Yes, but it may not be necessary to strike; that is a very bad position to put a community into that the men have to strike.

MR. MACLACHLAN: Is that the way you felt when the Exhibition was on?

MR. GUNN: That was a different case entirely, it was not over regulations. It was over a trade dispute and that had nothing to do with the Hydro.

THE CHAIRMAN: You suggest that you should not have to use such a remedy.

MR. GUNN: Absolutely. It places the community in a very funny position. Supposing we took that course when three or four men were killed, and the men thought were killed as the result of improper regulations, or no regulation, and there was discontent among a large number of employees because of that fact. Isn't it a hard position to compel them to strike?

COMMISSIONER R.A.ROSS: I was pointing out that you had not made a complete case when you say you had no redress; of course I know it would be an intolerable position to have to strike.

MR. GUNN: I do not think we ought to be put in that position; I think we should have legal redress and I think the Hydro Commission should be on the same level as other employers in the industry.

JOHN ROBERTSON.

TO THE CHAIRMAN:

Q. What is your position? A; I am Secretary of the Canadian Fire Underwriters Association.

Q. Did you ever have anything to do with inspection? A. Yes we used to do the interior inspection as an association for our own protection.

Q. Did you make any charges for doing that? A. Yes, we did. I think in cities our minimum charge was fifty cents for every inspection. It is a good many years since that was done and then there was a charge according to the number of inspections.

Q. Did you just put that charge on your insurance premium?

A. No, we charged that to the individual because we have a certificate. I do not know that we had the right to do that.

Q. The property could not be insured without that certificate?

A. Yes, it could, but as a general rule people like to know that their wiring is in good order. There were cases of old wiring and we had reason to believe that the old wiring was of a poorer quality than the wiring that has been put in during the last ten years. That inspection applied merely to cities and we are carrying it on to some extent still, and I do not think anybody else does it. That is really the valuable inspection. In cases where we find difficulty we put on an extra charge for the insurance. That was our only remedy.

Q. How long did you continue to act as Inspector? A. Until the Hydro took it over and then they took it out of our hands.

Q. They are making the inspection now? A. Yes, and they are

doing it more extensively than we did in one direction. That is they are doing the inspection of new wiring much more extensively than we did.

Q. What do you mean? A. They have more inspectors and cover the whole province much more thoroughly than we were able to.

Q. Do they do it well? A. Yes, I think they do.

Q. You check them up? A. We do, yes. We act along with them in certain places. Of course, Hydro Inspection, dealing as it does, almost wholly with new wiring, is not to our minds as an Insurancy Company, as good as if they covered all kinds of wiring. The older wiring is what is likely to be bad. There is a great field for inspection of old wiring in this city.

Q. What do you mean by inspection of old wiring?

A. It should be gone over.

Q. Why? A. Because it deteriorates to some extent. Every workman and every plumber who goes into a building is apt to disorganize the wiring, particularly in the basement of buildings and he moves the wiring, and in some cases small additions are made, and the wiring system is apt to be overloaded, and make the whole wiring defective.

TO COMMISSIONER R.A. ROSS:

Q. Modern appliances are put into effect and the wiring was never intended for that type of work? A. Yes.

TO THE CHAIRMAN:

Q. Can old wiring be inspected with any certainty of results?

A. Yes, I think it can be done with a fair certainty of result; I am not a practical electrician myself. We still employ inspectors. We have had one for the last three months

in Hamilton going over the old wiring in general, and by careful examination they are able to find out whether the conditions are good or bad, and as a matter of fact we have very small alterations and improvements carried out.

Q. You spoke about extensions? Is not that subject to inspection by Hydro? A. I suppose nominally it is.

MR. LUCAS: They would have to secure a permit and then there would be full inspection.

MR. ROBERTSON: In some cases extensions are made by men who are not electricians.

Q. Hydro men? A. No, individuals will sometimes make extensions, sometimes the owner of the property or a handy man of any kind who has not the proper knowledge.

Q. Then the present inspection is not altogether complete?

A. Just in that sense. I think the inspection on the whole is pretty good. Of course the question will always arise whether it is advisable that a particular Commission should make this inspection at all.

Q. What is your view on that? A. My view is that Hydro can probably do it as well as any Government Commission, at any rate the Hydro people are electrical experts and they know their business, of course I do not believe in Government work of that kind at all.

Q. What would you do? A. If we wanted it, but we do not particularly want it, I would say our inspection would be the better, that is the inspection of the Canadian Fire Underwriters because it is purely independent it has no axe to grind or no possibility of political favour or anything of that sort.

Q. There is nothing of that kind in the Hydro? A. No, perhaps not.

MR. DONCARLOS: You would only cover buildings subject to application for insurance? A. Yes.

Q. A man may have a house and not insure it? A. We did inspect whether they were insured or not or whether they were insured in our companies or not.

MR. LUCAS: Your insurance covers fire insurance only? A. Yes.

Q. It did not cover the question of accidents or hazards or danger to life? A. No, but they are hardly separable in connection with interior wiring. I think that if there is going to be governmental or Commission inspection that probably the Hydro is as good as could be got.

TO THE CHAIRMAN:

Q. Do you think there is any objection seeing that local Hydros are to some extent doing construction work, on that account do you think there is objection to Hydro doing the inspection? A. Yes, I do. Of course, it is obvious to anybody that there must be objection to it. With competition so keen even in this city where Hydro had to inspect the Toronto Electric work there is a good deal of feeling shown at any rate, and it was thought that there might be favoritism, and I think that possibly there was favoritism. It was shown more some years ago in Ottawa than anywhere; at any rate it was said it was more shown. I could not say it was shown, but it must be in the people's minds that there would be favoritism shown in opposition to a competing concern or in favour of Hydro.

TO COMMISSIONER HANEY:

Q. In what way would there be favoritism? The work had to be done properly in both cases? A. There is a good deal of

difference between what is proper for one and for another; some man may not look over the fence and another may steal the horse; you cannot get away from the human nature factor even with the Hydro. If the inspection is done by an outside body, which is not likely to come about now, the weakness there is that they have no authority and they cannot order such and such a thing to be done. Our only course when we did this work was to say to the man that if he did not do a certain thing we would put an extra charge on his insurance and that was a very good means of having things done, but it is not as good as the means Hydro has got.

TO THE CHAIRMAN:

Q. How does the expense under the present system compare with the expense when you were inspecting? A. I would not be able to make a real comparison because there is a great deal of difference now in what it was when we inspected. Any system of inspection that tries to cover the country parts of the province is almost bound to show a loss unless the charges are made higher than they are at the present time. In the cities they might charge a little more but in the country they do not like paying. It is quite expensive to cover the thinly settled parts of the country.

TO COMMISSIONER R.A. ROSS:

Q. When Hydro connects with an old building that has been wired before, do they inspect the wiring? A. I cannot tell you.

MR. LUCAS: It must be fully inspected before they can connect with Hydro.

MR. MACLACHLAN: A great deal of the old wiring is inspected continually and has been for the last three or four years.

COMMISSIONER R.A.ROSS: How can you inspect old wiring that is covered with plaster? A. It is very very difficult to do that but the trouble is not in the wiring that is protected by plaster. A lot of the work that was done in 1910 was open work and that can be inspected.

COMMISSIONER R.A.ROSS: The great danger is at outlets and fixtures and things of that kind? A. Yes.

MR.DONCARLOS: It takes a great deal of time to inspect old wiring. The Hydro can cover the inspection of old wiring the same as new but it is impossible to make a complete inspection of all the old wiring that has been in existence for the last fifteen or twenty years.

THE CHAIRMAN: What about increasing the load on the wiring and adding to the danger in that way? Is not that something that should be looked after.

MR. DON CARLOS: We do not look after that.

Mr.Robertson says that additions are made to old wiring, and if so, that is a violation of the law, but there are violations to every law that are never detected, but these things are watched, and as a matter of fact a man must take out a permit before he can add to his old wiring.

Q. He doesn't always do it? A. If he does not it is a violation of law. I think as far as the Province of Ontario is concerned there is not a large percentage of that sort of thing.

Q. They might increase the load on their line? A. Yes, but if they do it will blow their line fuse and then somebody will want to know what is the trouble.

Q. Have you any information as to whether the inspection is costing too much. I find that from returns made to the Government that there has been a deficit for a number of years.

The deficit for the nine years ending October 31, 1917, was \$88,747. For 1918 it was \$53,000, and for 1919 it was \$47,000. For 1920, \$19,000; for 1921 it was \$29,583. The total deficits are \$238,000.

MR. LUCAS: I understand the deficit for 1922 is only \$2,000; the fees have been increased and the deficits have been reduced.

Q. I understand that the Province bears the expense?

A. Yes, they pay the deficit. An effort is being made to make both ends meet and it was almost successful in 1922.

MR. ROBERTSON: I used to think the Inspection Service was a pretty expensive contract by Hydro.

Q. In what way?

MR. ROBERTSON: They had a very large staff and they seemed to treat the staff with a great deal of liberality both in the way of accommodation and motors, and things of that kind. That was my impression, and I think there has been quite a considerable change. I happened to mention that to our own electrical inspector and he told me there had been a noticeable change in that respect.

Q. You think they are conducting it more economically?

A. Yes.

Q. It would rather seem in the figures given that in the years before 1922 there was quite a reduction? A. You have got to charge more than it is worth in the city. It will be necessary to make a general increase in the charges because the money has to come out of the city.

Q. The scale in the city is the same as in the country?

A. I think it is, but there is so much more ground to cover in the country; a man can be busy all day in the city but there is not sufficient work for him very often in the country.

MR. GUNN: I am in the position of disagreeing with both Mr. Robertson and Mr. Lucas. Electricians in the City of Toronto are receiving \$36 a week and the Inspection Department only pay the Inspectors \$28 a week.

Q. Does not that mean that the rates paid ⁱⁿ the city are too high? A. No, we are anxious to get more and when the men have to pay \$50 or \$60 a ^{month} for rent \$36 a week is not sufficient.

MR. DON CARLOS: Supplying the men with a motor car increases their efficiency? A. I do not think they all have motor cars.

MR. ROBERTSON: They would not expect to get the nominal weekly wage because they get paid every week and they are allowed certain holidays and get better treatment; there is no stoppage of time or anything of that kind.

MR. GUNN: I am talking of men in the same position who have the advantage of steady work at \$36 a week. They are working for the local Hydro Commission and working 44 hours a week and their wages are 81 cents an hour.

THE CHAIRMAN: Do you go so far as to charge the Hydro with not being liberal? A. It is the result of the agreement that we got through. Hydro are not paying extra liberal salaries to their inspectors. They have to go over work of men who are earning \$36 a week. I would like to ask Mr. Robertson this question, if he thinks it would be a good thing to give the inspection to the municipalities? Does he think there would be favoritism? He instanced the case of the local Hydro and the Toronto Electric Light. Is there any difference in the position when the scene is shifted to the provincial arena?

COMMISSIONER R.A.ROSS: We have heard a lot about that and we have asked for specific instances but we have not got them.

MR.ROBERTSON: I am not making any particular point about that at all. I do not know what Mr.Bunn is talking about.

MR.BUNN: You objected to municipal inspection?

MR.ROBERTSON: No, I never said anything of the kind.

THE CHAIRMAN: No,you mentioned a case of one concern inspecting the work and he suggested that there are elementary reasons why exception might be taken to that.

MR. GUNN: That is the same principle; I do not think there is any difference in principle.

THE CHAIRMAN: That is, the local Hydro might be a competitor for the work and there might be a feeling that people would want to get the work done by the local Hydro.

MR. GUNN: He agreed at the same time that he would let the inspection remain with Hydro and they would be placed in exactly the same position. It is merely a difference of degree. My experience with the inspection of the underwriters has not been to indicate that they would make the best inspection. I happened to be in the position to be in charge of fire insurance and I have had underwriters' inspection and I have had them give a clear report, when, as an actual fact, there were several cases of real defect.

THE CHAIRMAN: I have heard of people giving certificates without seeing the work at all.

MR. GUNN: I take exception to what Mr.Robertson says that the inspection would be more effective under the Fire Underwriters. I think as far as the Inspection Department

is concerned the Hydro are building up men who are really becoming good Inspectors. In reference to the Inspection Department I do not think it is quite right to say they inspect all old wiring when new wiring is done.

MR. LUCAS: It is done as far as possible.

MR. GUNN: We have numbers of cases where the Inspection is made and the old wiring is not inspected. And I have a letter from Mr. Hill, written in 1921, when I was a member of the Unemployment Committee. A committee was appointed to see whether work could be secured. This old wiring should be inspected, and in the cases of industries it is nearly all open wiring, beam to beam, and it could be easily inspected, and that is more hazardous than concealed wiring, because concealed wiring is semi-protected from abrasion and climatic changes. One of the complaints that is eternally brought up to us is that they were wiring in such and such a place and the wiring should have been brought up to the standard and it was not done. The reason given for the Inspection Department has been that they have not sufficient inspectors.

MR. LUCAS: Have you ever heard of any public protest against the expense that Hydro Inspection was putting on householders? A. Yes, I have.

MR. LUCAS: Where an inspector goes into a house and says the wiring is not up to what it ought to be and tells the man he has got to take it out and bring it up to standard they made protest after protest to the Government and the Government was deluged with these protests.
---Adjourned at 1.P.M. until 2:30 P.M.

RESUMED AT 2:20 P.M.

MR. GUNN: I want to refer for a moment again to the Inspection Department and the regulations for safety. It was suggested at the conference held on October 9th, last year, by the Deputy Minister of Labor, that workers should be included on the Committee to draft safety regulations for outside work. I am putting that forward as a suggestion to your Commission, that is our opinion that would be feasible. I understand regulations are being drafted by representatives of the Hydro and municipalities.

MR. MACLACHLAN: Copies of these have been sent to them. It is a very large volume and two copies were sent to the Department of Labor, the Department of Labor advising that they were going to turn one over to one of the Unions.

MR. GUNN: We got it. Our feeling is that the experience of the men themselves can give would be of great benefit.

COMMISSIONER HANEY: As to avoiding accidents?

A. Yes, and we think that experience ought to be used.

THE CHAIRMAN: Have you not had an opportunity of expressing that? A. No, except we have had a copy for our suggestions.

MR. MACLACHLAN: The idea was that we would get back from the men any suggestions or criticism, but up to date I do not know that any have come in from them.

MR. GUNN: I think the letter stated the copy was sent for our information.

MR. MACLACHLAN: It was an answer to a request from the Deputy Minister of Labor to have two copies sent on.

It was not expressly put in the letter, it was in a conversation over the telephone that any criticism should come, and if it had come we would have been delighted to have received them. There was a committee started in the Ontario Power Commission to do this work and they got together and had a discussion as to how the matter could be handled and I think something like fifty copies were sent out to various interested bodies, such as the Dominion Railway Board, the Canadian Electric Association, the different power companies and others.

MR. GUNN: We received a letter under the signature of Mr. Gaby and evidently written by Mr. Barnes, dated October 24th, last year, as follows: "At the request of the Deputy Minister of Labour we are sending you under separate cover a copy of our August 1920 draft of our Proposed Rules for the Installation and Maintenance of Electrical Supply and signal Lines. Yours truly F.A. Gaby, Chief Engineer".

THE CHAIRMAN: Mr. MacLachlan says that was supplement by a conversation that took place.

MR. GUNN: This was after the conversation.

MR. MACLACHLAN: We most decidedly said at that conversation that if anybody had any suggestions to make we would be delighted to have them.

THE CHAIRMAN: An intimation to that effect goes to you now and you can send in any suggestion.

MR. GUNN: This was not taken as an intimation that we were to concern ourselves with that. There was a suggestion made by Mr. MacLachlan, at that conference, but we have no knowledge that that was confirmed by the conference.

THE CHAIRMAN: You may have Mr. Gaby write and ask them for suggestions.

MR. DON CARLOS: I think the intimation is there.

MR. GUNN: In respect to the wiring inspection, that matter was brought up at that same conference and we offered to you any suggestions that might help to cut down the deficit in the cost of inspection.

Q. They say it is now cut down to \$2,000? A. We offered it in the hope that our suggestion might develop into a surplus. We believe that a good deal of the wiring accidents, especially to property, not to life, is through the employment of incompetent men.

Q. As inspectors? A. No, by men doing the wiring, and also incompetent employers in the sense that they are in the industry without any knowledge of it, and our remedy was a proposed licensing system, and examination for both employer, the electric contractor and the work.

Q. That would be going a long way? A. We excluded from its operation entirely the Hydro employees and the Hydro. We think that would help quite a lot in bringing the electric industry up to date. I think it would have the effect of lessening the cost of inspection because we know poor workmanship adds to the cost of inspection. As a fact, when incompetent men are doing work, the inspector is required to make two or three visits to a job, whereas only one would be sufficient if a competent workman was employed. In that way a certain amount of time is lost. I have noticed that myself, when I was Superintendent of a small wiring company for two or three years, and had a number of men under me, and we were faced with the same trouble. If this is done it would mean saving in time and money

to the Inspection Department and it might help in building up a surplus.

Q. Isn't there another ~~said~~, if you are going to confine that work to a special class of men? A. It would be open to every one just the same as the stationary engineers. And the bill that we proposed, that was thrown out, on a technicality, does not restrict anyone from engaging in the business, but he must have a competent knowledge of the business. The Bill was endorsed by the Fire Marshal of the Province and by the Ontario Contractors' Association and also by the Hydro Electric Inspection Department.

MR. MACLACHLAN: In what way? A. The principle of the Bill was endorsed by Mr. Hall and it was also endorsed by other bodies not connected with the Electric Industry, such as the Social Service Council of Canada. It was endorsed by them at their last session in Ottawa. They have had a Bill in Manitoba since 1917 to the same effect and there is also one in Quebec, and it is proposed to put it into effect this year, so that it is not something new in the way of legislation.

Q. No Bill to that effect has been passed and put in force anywhere yet? A. Yes, the Manitoba Bill is in force since 1917, and the one in Quebec was passed in 1921 but has not yet been enforced.

MR. MACLACHLAN: You said you were willing to eliminate from that Hydro Electric employees. Would you also be willing to eliminate employees of Telephone and Telegraph companies? A. Yes, we would apply it only to interior wiring.

Q. It does not require a high degree of skill to do that kind of work? A. We differ there.

COMMISSIONER R.A.ROSS: It is a most unregulated business that I know of, any man with a coil of wire and a pair of pliers can go out and pass himself off as a contractor. In the first place he breaks down all legitimate trade that is done by legitimate men in the business, men who have got to pay rent. He does poor work and, as Mr. Gunn says, it should be regulated, and that regulation has got to come.

THE CHAIRMAN: A lot of people would be put out of business.

MR. GUNN: No, I think it will sharpen them up and they will become competent.

MR. MACLACHLAN: In the City of Toronto there are a number of large firms that could carry on but in the small towns and in the country if the men had to be competent to do the work it would mean serious difficulties.

MR. GUNN: We provide for that.

THE CHAIRMAN: Under your proposed bill a man could not do wiring in his own house?

MR. GUNN: Yes, a man doing work in his house or on his farm is excluded from the operation of the bill. What we want to get at is those who do work for hire, that is the whole situation. We found after investigation that in the electrical industry in the City of Toronto there were all sorts of people engaged in it who were working at other avocations in the day time and did this work at night. We found people who worked at other lines of industry wiring houses on short contracts, and they had no knowledge of the electrical industry. The whole trade is flooded with that sort of thing. A man might wire a house in such a way that a defect might escape the inspector and the fire might

result and it might be dangerous to life. People have been killed by defective appliances in bathrooms. It really requires a competent man to do the work.

Q. I have seen the same thing happen where competent men did the work. I put the wiring in my house in conduits and I was told after I got through that I would have been safer if I had not put it in conduits.

MR. MACLACHLAN: You are far safer by having the wires in conduit.

MR. DON CARLOS: Isn't there a danger, if you undertake to license men in the electrical profession, that you are going to lead ultimately to closed professions in every line, and you will have not only electricians, but blacksmiths and plumbers, and everybody will be protected the same as doctors and lawyers.

THE CHAIRMAN: You won't be able to milk a cow without a license.

MR. DON CARLOS: It is restricting personal liberty.

THE CHAIRMAN:; It can only be justified on the ground that it is for the protection of the community, that is why lawyers are licensed.

MR. GUNN: And engineers? The electrical industry is an arduous one to the workers and it is dangerous to the people who use the appliances.

THE CHAIRMAN: The question is are you justified in taking the step on account of danger to property and people?

MR. GUNN: I think it is justifiable.

THE CHAIRMAN: We do not look upon it as a hazardous occupation to wire a house, perhaps familiarity breeds contempt.

MR. MACLACHLAN: Might it not be well to look into what property there is that a competent Inspection Department does not safeguard? They very often eliminate all other causes and then say a fire was caused by defective wiring.

COMMISSIONER R.A. ROSS: Before we had electricity, it was said that rats and matches were the cause of the fire when no other cause could be assigned, and now they say it is electricity. I remember a case in Montreal where a fire was caused by grease boiling over on a stove and finally the newspapers wound up by saying the fire was undoubtedly due to electrical causes.

THE CHAIRMAN: We now have protection by a rigorous inspection.

MR. GUNN: It does not protect in all cases. The Underwriters report for 1921 states that a good many of the fires in this Province were caused by defective wiring.

THE CHAIRMAN: I think the underwriters look after it pretty well.

MR. GUNN: They claim that a great many insurance losses are caused by that. There are other reasons why a licensing system would be good. It would add to the efficiency of the Inspection Department and the Hydro might be able to save something on that account. The principle of the Bill has been endorsed by people who know the danger.

THE CHAIRMAN: Would you endorse that measure, Mr. Don Carlos?

MR. DON CARLOS: No, sir; that proposed Bill was referred to me for comment sometime before it was placed before the Legislature, and in commenting on it I said I personally would be very much opposed to the introduction of

any such legislation; because I do not think there is justification for it, and the hazard from incompetent men doing work of that kind, I think, is negligible.

COMMISSIONER HANEY: And growing less? A. Yes, there are comparatively few incompetent men doing that class of work. Of course, you will find incompetent men in all trades, but it is in the interest of the contractor doing the work to employ competent men, it is not in his interest to employ incompetent men. I cannot see that there should be any reason on the part of the contractor himself to require any such legislation.

COMMISSIONER R.A.ROSS: I was thinking of the fellow who just takes on a job and does not know how to make a solder joint, or work of that kind, and he might do all sorts of things that might never be found. There are a lot of these fellows in Quebec and they are perfect pests, and there should be something done to regulate them.

MR. DON CARLOS: I think it is taken care of by our system of inspection.

COMMISSIONER R.A.ROSS: I daresay you have a better system of inspection than we have.

MR. DON CARLOS: Before work of that kind is undertaken a permit must be taken out, and if that is not done it is a violation of that law.

COMMISSIONER R.A.ROSS: If one of these fellows wire a house the householder has no redress.

MR. BUNN: I will give Mr. Don Carlos a list of 100 places that have been wired by people who are not in business in the City of Toronto and by people who come under the class of incompetent men.

Q. Without permits? A. No, with permits. There is nothing in the law that says that when a man applies for a permit he must be a competent man.

Q. Who is going to decide as to the competency of these men?

A. I can apply for a permit and take out a permit and have the work done and the Inspection Department have nothing to do with it at all.

Q. If he does a good job, what is the odds? A. The point is these men do not do a good job.

Q. The work passes inspection? A. Yes, but some of the inspection is not up to date.

MR. DON CARLOS: Are you going to make that charge against the Inspection Department?

MR. GUNN: I have a case in point of an inspector who came to inspect a job and he complained about the job, and it was referred to the man who did the work, and that was a year and a half ago, but the Inspection Department has never sent any one to see whether the work was brought up to date or not.

Q. What case is that? A. That is a case in my own home.

Q. Do you remember the Inspector's name? A. No, I do not remember his name.

Q. Did you write about it? A. No, I did not write at all, because I thought the obligation was on the Inspection Department to complete the job.

Q. Was the work done for you? A. Yes, and it was done by a competent man, and I thought the inspector was wrong in the suggestion he made. I thought the man was right and the inspector wrong. I am simply showing you that even the Inspection Department is liable to slip up on that.

MR. DON CARLOS: That is hardly an illustration of incompetent work? A. You say the Inspection is so rigorous that there is no possibility of a loop hole. Q. It was so rigorous in your case that the inspector condemned a good job? A. They did not condemn the job but they made objection to one particular thing. The point I am drawing your attention to is that even in that case they never came back to see if the work had been finished as directed, and that was a year and a half ago. That is just the point, it is possible for these men to break into the electrical industry who do not know the first thing about it, and they get their experience as they go along. Your Inspection system does not inspect wholly to save from fire. I have had numerous cases under my own notice of work done where the Inspection Department inspects wiring down to the connection of a motor, but they did not inspect to see whether the motor was properly connected or not, and I have seen fires started from improper connections on the motor, and there is no inspection of that. They inspect the wiring right down to the compensator to see if that is all right. I have had a good deal of experience in motor inspection and men often do incompetent work in connecting motors, and the Inspection Department have nothing to do with that.

MR. BARNES: Would you expect the Inspection Department to be responsible for the proper connecting up of every motor? A. The Inspection Department does not save property from being damaged by fire through defective electric wiring and improper connection of motors. I have seen the pent house of an elevator go up in flames because the motor was

improperly connected. If they want to do the job properly, they should do it right to the last thing.

Q. You know what happens to a short circuit on a motor?

MR. BARNES: You cannot help that.

GUNN: But you can see whether the motor is properly connected or not.

MR. BARNES: You would never know where to leave off with the Inspection Department work. You might say they are responsible for the connections, and then somebody would come along and say why don't you test these motors, and then you would lay the burden of running the motors on the Inspection Department.

MR. GUNN: I think if you want to conserve fire hazard you should do that.

MR. BARNES: Did the Fire Underwriters do it?

MR. GUNN: I don't know whether they did it or not.

MR. BARNES: You might ask the Inspection Department to test every lamp and every motor and every device that is connected up.

MR. GUNN: A man with a knowledge of the business could tell by an examination whether a motor was properly connected or not.

MR. BARNES: Do you suggest if a man puts in a motor, that motor should be inspected?

MR. GUNN: I am not suggesting that entirely, I am not suggesting anything. I am taking up the point that rigorous inspection does not exist in its entirety. I do not want this Commission to get the impression that electrical inspection is so rigid that there is no possible danger of fire hazard. There may be a fire hazard, although

the wiring has been inspected. 3937 -

THE CHAIRMAN: Is inspection supposed to cover that?

MR.GUNN: It has not been done.

MR.MACLACHLAN: These devices are examined in the laboratory and we approve of the type, and the committee that does the approving is representative of practically the whole electrical industry, contractors and manufacturers and others; they have men on this committee who approve of the devices and they are stamped with their approval. The wiring and the conduit that you use in your house is stamped with approval, and then inspection is carried out. Everything is done under rigorous inspection, but nothing is exactly perfect.

MR.DON CARLOS: In what respect was this motor that you speak of not properly connected, that set the elevator shaft on fire?

MR.GUNN: It was improperly connected with the starter.

Q. Would not a competent wire man be liable to make that mistake? A. It is quite possible they do. I have made lots of mistakes.

COMMISSIONER R.A.ROSS: Usually these motors are installed by the Company that manufacture them? A. Not always.

MR.GUNN: If they wanted to ship a motor from one place to another it is usually done by men in the factory?

A. If they carry maintenance men. Many factories do not carry maintenance electricians and they get somebody from outside to do the job.

MR.DON CARLOS: It seems to me that it is practically impossible to improperly connect an alternating current motor.

COMMISSIONER R.A.ROSS: You would have to inspect

the thermostat and everything.

MR. GUNN: I am not suggesting that it should be done but I am suggesting the point that the inspection is not so rigorous that a mistake cannot happen. It is not perfect

MR. MACLACHLAN: It is not idealistic, we will put it in that way.

MR. GUNN: The next point we want to take up, Mr. Chairman, is that the composition of the Hydro Commission itself, and our suggestion is that the Hydro Power Commission of Ontario, which operates a large public utility, should have a representative of labor.

MR. DON CARLOS: Could not that be left until Mr. Lucas is here?

MR. GUNN: The Commission itself, like other employers, has had difficulties with its employees.

Q. With its electricians? A. Not only electricians, but other classes of labor.

Q. Are you dealing with other classes now? A. No, that is the general term, I am dealing with our own class. They are in the position of other employees. The relations are not as satisfactory as they might be. I do not mean in any senses that should be interpreted to mean that the Commission or personnel of the Commission or the Executive staff take a downright degraded view of things but they can be more satisfactory. Of course they may be right in their opinion that the method they use is the best one for the administration of things, but we are inclined to think they are wrong. A good deal of dissatisfaction crops up from time to time especially where we have any dealings with their employees. We have a number of their employees in the Central Ontario

system and some at Niagara and some in Toronto, and some out in the country, travelling gangs and so on, and it does not seem to us to be the proper outlet for contact between the Commission and its employees.

Q. What is wanted? A. I will tell you; very often when a case comes up of a man having a grievance or men make certain requests, we take that up with the Commission. We take it up with the Chairman as a matter of policy. The Chairman is a very busy man, and he is probably unable to deal with the thing, or may not be in the city, and months may elapse before any answer is returned. I think that should be expedited.

Q. You say months pass before there is any answer? A. Yes, we have had months pass before we receive any answer. It may be that possibly the Commission may be dealing with some other things.

Q. It is not customary for the Commission to deal with communications, they are dealt with by Executive Officers?

A. I suppose as a matter of policy, but we are in the unfortunate position that they are dealt with by the Commission because we receive our communication from the Chairman of the Commission. There is nothing more important, from a workman's standpoint, than that some grievance they have or some discontent that they have should be investigated and rectified. Speaking in a general way, while the Commission has been fairly lucky as far as labor troubles are concerned, as compared with other branches of the industry, yet the thing tends to develop into chronic labor unrest and dissatisfaction. Unions, as a general rule, don't create unrest, they voice it, but they don't create it. It is very seldom that I have heard of unions deliberately going

out of their way to create unrest, but they voice unrest of the employees and it is the only effective medium that the employees have. Take a case such as I suggested of a two or three months' delay and a communication not answered. We have given a great deal of consideration to that and we think the Commission might get over the difficulty with greater advantage to ourselves if some such official as an industrial relations secretary became a permanent part of the Commission staff with the duty of continually finding out or ascertaining grievances and the relations of the employee in order to make for a more smooth running of the system, and more harmonious relations. A good deal, of course, would depend on the type of man that held the position. I do not think it would be advisable to have a technical man purely and place him in that position. Not that I have any particular grudge against a technical man, but I think from their training they do not procure the knowledge and insight of the worker's mind that would enable them to deal with the situation. I think you want a man of the type of Bryce Stewart, who was with the Department of Labor at Ottawa, and became Industrial Manager for a Clothing Department. He has a knowledge of the workmen's attitude,

Q. You mean he is a human being? A. Yes.

MR. MACLACHLAN: I must plead to being a technical man and I have charge of that Department, but I was appointed by the Dominion Government as Deputy Chairman of the Labor Committee during the latter part of the War, so that I had something to do with labor, and know something of the men. It happens also that I worked in overalls at one time and know something of what they are thinking of.

MR. GUNN: I do not think, to be candid, that Mr. MacLachlan is the type of man that I have in mind. He has not the necessary insight into industrial history and I do not think he is quite the type of man. He should have a sympathetic interest in the workingman and I think such a man as that would do a lot to allay dissatisfaction, and to make the relations between the Commission and its employees more satisfactory in every way.

Q. Is there any marked degree of dissatisfaction? A. Not in general, but they crop up periodically. You may get it at times, such as occurred in 1920 when there was a good deal of dissatisfaction at Chippawa.

Q. Since that time has there been? A. Since that time they have been having a break-out here and there. Individual grievances crop up now and again, we have cases like that coming up all the time, and a man on a Commission like that ought to be able to present it before it occurs.

The second matter I want to bring before you is that the Commission should establish a six-day week. At the present time there are employees who work at least 13 days out of 14, and some, I think who work 7 days a week. If they establish a six-day week it would go far to aid, not only efficiency, but create a better spirit among certain of their men.

MR. MACLACHLAN: Is that the usual practice in power utilities, to operate six days a week? A. It is so far as the power utilities in the City of Toronto, is concerned, it is six days a week here, and in Hamilton with the D.P. & T and with the exception of the Hydro and one or two other private power utilities the seven day week is relegated to

the past. I do not see why a public utility cannot afford to give employees a six day week instead of working them seven days a week.

Q. What class of employees work seven days a week on the Hydro?

A. There are several classes, principally the operating men; some of the others complain that they work seven days, 24 hours a day.

Q. How many unions do they belong to to keep on doing that? We ran across one man the other day who said he belonged to three Unions and each of them allowed him to work eight hours a day and he worked 24 hours a day? A. These men that are spoken of have a telephone in their residence and they are at the call of the Commission at any hour of the day or night.

Q. Is not that incidental to the occupation? A. I am not saying they are actually working 24 hours a day, but the complaint is made by the men that they are really there 24 hours because they cannot leave the place. If they do they have to arrange for somebody to be there, and there are others that they inherited from another company when they bought them out, and they still keep the hours that were in vogue when they bought out the Company.

MR. MACLACHLAN: They are simply on call?

A. Yes, they are there on call.

MR. DON CARLOS: I would like to say a few words in that connection. We have not any case to my knowledge of a man who is on duty 24 hours a day at work, 7 days a week. We have some remote substations where we have one man, merely a watchman, who is on call 24 hours a day, and probably on the average he does not put in two hours' work in a day. The object, as I take it, of giving a man a limited shift, or a

limited number of days in the month, is to protect that man against overwork, or protect him against injury to his life on account of giving close attention to the work, or to protect him against conditions where a long shift would be injurious to his health. It certainly cannot be claimed that their work is so hard that a long shift interferes with their health. It cannot be argued that their work is conducive to ill health. The question of economy has always got to be taken into consideration. It would not be economy to have three or four men filling a position of that kind, that could be just as efficiently filled by one man. A public utility is in a different position from another employer. The public demands a 24 hour service, 7 days a week, and 365 days in the year, in some cases 366. There are a great many cases where it is not possible from an economic standpoint to work seven days a week, or to have three men on an eight hour shift. Everything has to be taken into consideration, and they are taken into consideration as far as Hydro is concerned. In regard to the statement that we have a great deal of dissatisfaction among our men ---

THE CHAIRMAN: I do not think that statement was made.

MR. DON CARLOS: I understood it was said that there was a great deal of discontent.

MR. GUNN: I stated it breaks out periodically.

MR. DON CARLOS: Not in my experience and I have been with the Hydro over 14 years. In the Operating Department we have never had a strike, never even had a threatened strike. The only place where we have ever had any complaint from our employees has been in the case of the

Central Ontario and from Niagara from men who belong to the Union which Mr. Gunn represents.

COMMISSIONER R.A.ROSS: In Central Ontario a paternal Government has three eight hour shifts on the locks, and you how how busy the locks are. Do you want to try to get up to that standard?

MR.DONCARLOS: We have got to try to operate this utility so as to give the best service possible, and as cheaply as possible, and at the same time be fair to our men and treat them well and look after their physical welfare and look after their living conditions and everything, and we do that to the best of our ability. I do not think there is any case where our men have not been giving proper consideration in that respect.

COMMISSIONER R.A.ROSS: Your difficulty on the Trent may be due to the fact that the Dominion Government have the three shifts on the locks?

MR. DON CARLOS: There are only one or two cases down there, such as the substation at Bowmanville, and one at Trenton, and one at Cobourg, one or two cases of that kind, where an operator is not necessary at all. It is just a question of having somebody there on call. These men are relieved on day out of seven to enable them to do any private work that they have to do, and these men probably don't spend three hours a day on the Dominion's work. They are working in their gardens and around their houses.

Q. How much are they paid for their eight hours? A; These men are paid on a monthly basis. It is not a question of their being required all the time because they are required a very small percentage of the time, but we must have somebody there.

~~As a matter of fact~~ I would say these men probably often leave the place and their wives are there to look after the telephone, so as to know where they are. They are on call and we can get them if necessary. In some cases they leave the place entirely, but there must be somebody in the house to answer the telephone and get them in a short time if we require them.

MR. GUNN: You stated that the only complaints were from Central Ontario and Niagara Falls. When did you receive complaints from Niagara Falls,

MR. DON CARLOS: I do not recall.

MR. GUNN: You have never received complaints from me from Niagara Falls?

MR. DON CARLOS: No, I do not believe we have from you.

MR. GUNN: You have received complaints from other Unions?

MR. DON CARLOS: Not within the last three or four years. I believe we did have complaints in one case.

MR. GUNN: We had a complaint in connection with the construction work at Queenston.

MR. DON CARLOS: I am only speaking of the Operating staff.

MR. GUNN: What are your most essential men on the distributing system, the despatchers?

MR. DON CARLOS: That is a question you cannot answer.

MR. GUNN: Take at the Dundas Station. The despatchers are essential.

MR. DON CARLOS: We haven't any employees at Dundas that we call despatchers, no man can answer a question of that kind; there are operators and maintenance men at Dundas.

MR. GUNN: How many hours a day do the men work at the Dundas Station?

MR.DON CARLOS: Eight hours a day. I am not sure whether they have one day off in two weeks or one day a week.

MR.GUNN: Does not it average 40 hours a week?

MR.DON CARLOS: I could not tell you.

MR.GUNN: The point I am trying to make is this: as far as the Hydro Commission is concerned the most essential men are the men at the Dundas Station which is the distributing station for the Niagara system. Hours and conditions are granted to these men that are not given to the rest of the system. That may be justified but from our point of view it is not.

COMMISSIONER R.A.ROSS: Why should you demand uniformity?

MR.GUNN: It should be a recognized principle in a Christian country that men should not be required to work seven days a week.

COMMISSIONER R.A.ROSS: A man at a little sub-station has an easy job. He has got nothing to do and why should we have a three man shift on a job like that, but in an active station there is reason for putting on three shifts. I do not see why you should try to apply one rule for every man on the whole system, the system cannot be run in that way at all.

MR. GUNN: It is only the same minority of the employees who are in the fortunate position of getting a six day week. A public utility, while it requires a 24 hour service, should be able to satisfy a man's aspirations for a six day week. You have an example here in the City where the same argument prevails. It is necessary to supply the people of Toronto with a 24 hour service seven days a week, but the men in Toronto only work six days a week, and you must remember that Toronto has a population of 600,000

or 700,000 people and if that rule is good enough for Toronto what real argument can be raised not to have that rule in the outside districts?

MR. DON CARLOS: The situation, as far as a City is concerned is far different. In Toronto your staff is concentrated and it may be economically possible to arrange a six day a week schedule, but at a small sub-station or out in some remote district it may not be economically possible to do it. There are not a sufficient number of men to arrange a schedule of that kind and the work is not strenuous enough to demand relief. The work does not affect the men's health, and there is nothing to demand a six day week schedule. There are some cases where it is not at all possible.

MR. GUNN: We ought to think in a Christian country that it is possible to release a man to participate in religious exercises, at least once a month.

Q. Do they exercise these obligations if they are allowed to?

A. I think a good many would, but whether they exercise them or not they should have the opportunity of doing so. We are constantly told that one of the things the civilized world is faced with is decay in belief in religion. If men don't get the opportunity to participate, I believe decay in religion will come more rapidly. If you read the evidence before the Stead Committee in the Stead strike, you would see that one of the arguments put up on behalf of the employees was that they were prevented from six to twelve months in the year from going to church because they had a seven day week. After all, the worker is not such a bad man. He is constantly being treated as if he were some chap with no cares and no responsibility.

COMMISSIONER HANEY: A machine without a soul to save?

MR.GUNN: That is not the proper conception of a working man at all. I have had a good deal of experience with working men and I have some understanding of their psychology, and that is not the case. The intelligent working-man is not made of that class at all.

MR.DON CARLOS: Men working in the Steel industry is no comparison with our men. From my own personal experience, and I think I have done more work than Mr.Gunn, has, and I have spent more time in overalls than Mr.Gunn has, and from my own personal experience from my contact with men, and I have had a good deal of contact with them in all classes of employment, I find that the men who work longer hours are generally better off. The idea of having Saturday afternoons off is, in my opinion, and based on my experience and my observation, a detriment to the men themselves.

COMMISSIONER HANEY: They do not say so.

MR.DON CARLOS: No, but that is based on my observation and experience and I have worked seven days a week and I have worked 12 hours a day and I have often worked 24 hours a day and I have worked seven days a week and 24 hours a day for a good long period at a time and I have done hard work at that I do not think I am any worse off for it, I think I am better off.

THE CHAIRMAN: I don't think it is a practical question as to whether we should do away with the Saturday afternoon feature?

MR.GUNN: Mr.Don Carlos' experience does not gain

much in comparison with the authorities. Mr.Don Carlos' theory was tested out in the Eighteenth Century when we had a regular Hell of conditions; unnurished children,unnurished workmen and unnurished women,and all sorts of vices and evils arising from the very conditions he is anxious to have re-established.

MR.DON CARLOS: I do not say they should be reestablished.

THE CHAIRMAN: I would like to know more about the man who gets paid for a day and only works two hours.

MR.GUNN: I think if you had the man here he would be able to tell you that he works more than two hours.

MR.DON CARLOS: Mr.Smith tells me he does not think they work two hours a day.

MR. GUNN: Men will not,in general,make complaints to officials direct; there is always the fear back of his mind that if he makes a complaint to an official,he is more or less a marked man. If a man makes a complaint he is singled out in the eyes of the employer and marked as somebody with a grutch or grievance,and therefore he will not make a complaint. We have a number of complaints from workmen that such and such a thing is not what it should be,or that such and such a course is not proper. I am not saying the complaints are based on a sound knowledge of the situation. Very often when we got to examine them and get the facts we find the men are wrong,but that does not say they will make complaints to their employers or to officials.

MR.MACLACHLAN: If a man comes to me with any suggested improvement,that man's name never leaves my department,I have never giving it to anybody,and will not.

THE CHAIRMAN: Are you in the department that takes up grievances and complaints; does that not go through the regular department? A. A good many of them come to us, and a good many of them come direct from the men.

MR. GUNN: Is not it the policy in Hydro and most business firms; that the official of the department is responsible for the running of the department, and he wants all complaints to come to him in connection with his department? The government are apparently committed to principle of a fair wage regulation on their own works, and they should see to it that the same idea is embodied in the Hydro Commission works. I have suggested the establishment of a Fair Wage regulations, and Industrial Relations Man to investigate and causes of trouble/in our opinion he would be able to prevent dissatisfaction.

MR. MACLACHLAN: I am not alone, I have a staff under me, and my staff are there for full time for the Hydro and they are handling this proposition right along.

MR. DONCARLOS: Mr. Gunn spoke of going to Sir Adam Beck the Chairman of the Commission with these complaints; that was only as a matter of choice. If he has a complaint from any of our operators that he wants dealt with I would be glad to take it up with him.

MR. GUNN: It is not a matter of choice, we find by experience that the policy as laid down by the Commission is not as Mr. Don Carlos states. We have taken matters up with a Department Head and things have been agreed to, and afterwards it was claimed that mistakes had been made, and as a matter of fact the Commission had told us that the Department Head had full power, and ultimately it came to the door of the

Commission. Experience has taught us that when we got to somebody else it will be most likely delayed; because if it includes a matter of policy it will be referred to the Commission.

THE CHAIRMAN: You don't find any serious difficulty?

MR. GUNN: No, I don't want the impression to go abroad that there is a great deal of dissatisfaction.

THE CHAIRMAN: We have been to a great many of the Hydro plants, and we haven't heard any complaints.

MR. GUNN: As a matter of fact they will tell the Union Secretary, or Business Manager, but they won't tell anybody else.

THE CHAIRMAN: They want to get something for the fees they pay in?

MR. GUNN: That may be it, but the matter has to ultimately be decided by the Commission.

The other matter that I want to take up is the composition of the Commission itself. The Hydro-Electric Power Commission of Ontario as at present organized does not represent the various interests involved. It ought to represent three interests: One the Government of the Province of Ontario who furnish the finances. Second, the municipalities who represent the consumer, and Thirdly, the employees who are directly interested as producers. In our opinion there has got to be some form of representation.

THE CHAIRMAN: It is a great business undertaking?

MR. GUNN: Unless you get the co-operation and good will of the employees you are not going to get the full results out of it.

Q. That is what every experienced manager will have in mind?

A. I don't think you are going to get it unless the employees know they are represented, and have a responsibility as employees and workers.

Q. Are you going to consider the qualifications of the men for the place they occupy? A. Yes, I think so.

Q. If you put a man on because he belongs to a special class?

A. I think you could get a man from the employees, I think a man should be appointed to represent one of the elements.

Q. Are not you in danger of losing the efficiency of your men? A. I don't see any reason why you should. I don't suggest that you should appoint a labor representative to the Commission simply because he is a labor representative. What we ought to do if we are going to get any share of representation is to appoint somebody from within who has a direct knowledge of the industry and who has the qualifications; you can make them submit to certain tests for qualification if you want to. If you do that you are going to have a feeling amongst the men that they have a definite responsibility, and that they are part of the group operating and they will submit to the necessary discipline and restraint imposed by themselves as a group.

COMMISSIONER R.A. ROSS: How would you get through concordance in a representation of that kind?

Mr. GUNN: I think it would be easy to obtain an expression of opinion. I think, to tell you the truth, it is inevitable that ten or fifteen years from now most of the employees of Hydro will be organized, clerical staff and all; the trend of events is going in that way; the trend of organization in general points in that direction. You have got to get the co-operation of the men who are producing.

MR. DON CARLOS: What class of man do you have in mind that should be represented, the operators, or any particular class or the engineers?

MR. GUNN: Take the whole employees, up to the limit of the executive staff. You cannot take one class of employees and represent them, I am suggesting them as a whole. It would include all the men skilled and semi-skilled and the clerical staff.

Q. You would eliminate engineers? A. Will the executive officers, otherwise I think they are entitled to representation.

Q. Would a man like Mr. MacLachlan be qualified, if you put overalls on him? A. I don't know whether he holds an executive office or not.

MR. DON CARLOS: I go out and put on the spurs and climb poles, and I do quite a bit of work once in a while; would I be qualified for representation?

MR. GUNN: You held an executive office, that is the point.

MR. DON CARLOS: Why eliminate a man who holds an executive officer? A. Because I think he is represented otherwise.

Q. Why? A. I think his natural inclination, and I think his desire for further advancement and promotion are going to make him incline towards the other two interests represented.

MR. MACLACHLAN: Might not that apply to the representative of the Union after he is on the executive of the Commission? A. He is not going to get any chance of promotion after he is on the Commission.

COMMISSIONER HANLEY: The suggestion is that he

would be appointed on the Commission as a Commissioner? A. Yes.

COMMISSIONER R.A.ROSS: Don't you think the executive officers need more attention than the working man; they are the hardest workadmen on the Hydro; they are going twenty four hours a day, and they are at the beck and call of everybody? A. The very claim they make themselves gives them that. It is claimed on behalf of the executive officers that due to their ability and skill, there is a scarcity of their particular labor, and for that reason they can secure very good terms of employment, that our men cannot, and I think that gives them a very effective weapon to get these very things.

Q. Their hours of employment are very much longer and their work more stranuous? A. They can very often make arrangements to get off. I have seen the superintendent of an electric light plant go off after three in the afternoon to the golf course.

MR.MACLACHLAN: Take Mr.H.G.Acres and the hours he has put in during the last three years and see what they amount to? A. I don't think there is any doubt about it.

Q. Risking life and health and everything else to put a job over? A. I do not think as a general rule you should ask me to accept the idea that executive officers are compelled to accept terms of employment with unfavorable hours.

MR.MACLACHLAN: I do not think they are compalled to, but they do.

THE CHAIRMAN: What you ask is that labor should be specially represented on the Commission? A. The General employees; the ~~ap~~pointment of men on Commissions who do not work in the industry, as is sometimes done, is in my opinion

not sound.

THE CHAIRMAN: The industry has such a wide scope?

A. What you ought to get in the administration are people and men who have some knowledge of it, and who are able to bring before the Commission their experience of the problems that come up from time to time.

Q. The public ultimately control the whole thing? A. Yes, but the principle that I am advocating here is not anything new to the public; it is a principle that has been advocated by a large measure of the people of the United States. It is the principle that was adopted by the majority of His Majesty's Commission in 1919 in England. The majority report was in favor of this very principle.

Q. That was in a private undertaking? A. Yes, but they proposed they should be nationalized by the community. It was proposed that this principle should be adopted in order to get the best results from the operation of a national undertaking. I can give you any amount of authority to endorse that principle.

THE CHAIRMAN: You are pretty well through on that?

MR. GUNN: Yes.

MR. DON CARLOS: I just want to object to being excluded, I consider myself an employee.

---Adjourned.

(Page 4000 follows)

